

DR.SALIM NAIF ALKARAKY

ASSISTANT PROFESSOR

Amman - Jordan

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I am an Assistant Professor of Human Resource Management with extensive expertise in logistics, business administration, and HR management. Throughout my career, I have published impactful research in prestigious journals ranked within the Q1 category of the Scopus database and have actively contributed to the development of academic curricula, professional committees, and quality assurance initiatives. I effectively bridge robust theoretical knowledge with practical experience gained from the banking and training sectors, while remaining committed to fostering applied learning, establishing academic excellence, and preparing future leaders in the fields of Human Resources and Business. Furthermore, I have successfully supervised several Master's theses, providing expert academic guidance and research support to graduate students.

PROFESSIONAL EXPERIENCE

JERASH UNIVERSITY

Assistant Professor | 01/10/2024 - Present

- Delivering high-quality undergraduate and graduate courses while providing dedicated academic advising and mentorship to students.
- Conducting advanced scientific research and publishing findings in high-impact journals, alongside active participation in international academic conferences.
- Contributing to academic committees and playing a key role in the design and development of innovative curricula and academic programs.
- Advancing quality assurance initiatives and fostering university-community engagement through various professional service activities.

HOPE ACADEMY

ACertified Trainer (Jordan & Turkey) | 1/09/2021-28/12/2023

- Developing and delivering professional training programs across Jordan and Turkey, specializing in Business Administration and Human Resource Management.
- Designing specialized curricula and practical workshops tailored to the Banking Sector, focusing on operational efficiency and regulatory standards.
- Empowering professionals through advanced training in strategic management, leadership development, and organizational behavior.
- Providing expert consultancy and training solutions to bridge the gap between academic theory and practical industry requirements.

MISK FOR SOFTWARE, TRAINING, AND DEVELOPMENT

ACertified Trainer (Jordan & Turkey) | 1/01/2018-25/12/2022

- Developing and delivering professional training programs across Jordan and Turkey, specializing in Business Administration and Human Resource Management.
- Designing specialized curricula and practical workshops tailored to the Banking Sector, focusing on operational efficiency and regulatory standards.
- Empowering professionals through advanced training in strategic management, leadership development, and organizational behavior.
- Providing expert consultancy and training solutions to bridge the gap between academic theory and practical industry requirements.

JORDAN ISLAMIC BANK / JORDAN

Assistant Head of Foreign Operations |1/04/2012-25/08/2017

- Managing, issuing, and auditing inward and outward Letters of Credit (LCs) in accordance with approved banking regulations.
 - Issuing and auditing inward and outward Collection Bills, ensuring the integrity of procedures and documentation.
 - Issuing domestic and international Bank Guarantees and following up on their obligations and conditions.
 - Executing and managing domestic and foreign Fund Transfers with precision and in accordance with compliance instructions.
 - Operating and issuing remittances via the Western Union system and monitoring its operations.
 - Applying and monitoring compliance with the Foreign Account Tax Compliance Act (FATCA) and ensuring adherence to regulatory requirements.
 - Conducting ATM Reconciliation and processing any discrepancies found.
 - Executing and following up on Electronic Clearing procedures to ensure the accuracy and integrity of operations.
 - Applying and monitoring banking Compliance policies and systems in accordance with local and international laws.
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ACADEMIC QUALIFICATIONS

Ph.D. in Business Administration – Human Resources Management Istanbul Okan University – Turkey	Grade: Very Good 2022
Master of Business Administration (MBA) – Human Resources Management Mutah University (Jordan) in collaboration with Ohio University (USA)	Grade: Very Good 2016
Bachelor's Degree in Business Administration Mutah University – Jordan	Grade: Very Good 2012
General Secondary Education Certificate (Tawjihi) – Scientific Stream Al-Karak Secondary School for Boys – Jordan	2008

LANGUAGES

- Arabic: Mother Tongue (Native).
 - English: Advanced / Professional Level.
 - Turkish: Fluent / Professional Level.
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DOMESTIC AND INTERNATIONAL CONFERENCES

Paper Title: "The Impact of Implementing Total Quality Principles on Employee Performance: the Telecommunications Sector in Jordan"

Conference Title : The International Scientific Conference of the Faculty of Business and the Faculty of Educational Sciences: "Knowledge Economy in the Era of Global Transformations: Responding to Modernization Visions"-Jerash University, Jordan-April 7-8, 2026

RESEARCH & PUBLICATIONS

- Human Capital as a Driver of Organizational Efficiency: A Banking Sector Perspective-INTERNATIONAL JOURNAL OF NOVEL RESEARCH AND DEVELOPMENT (IJNRD)-2026
 - Impact of Human Resources Flexibility on Improving Service Quality in the Jordanian Commercial Banks -Jerash for Research and Studies 2026
 - The Relationship Between Organizational Bullying and Mental Health from the Perspective of Public Sector Employees in Jordan: Occupational Stress and Social Support as Mediating Variables -Eurasian Journal of Management & Social Science -2026
 - Managerial Integration Between Functional Departments and Supply Chains and Its Role in Enhancing Coordination and Reducing Logistics Costs: A Systematic Review of Studies From 2015 to 2025
 - The impact of Entrepreneurship, Sustainable Intellectual Capital and Environmental Supply Chain Management Practices on Jordanian Firm Performance (Kurdish Studies)ScopusQ1 2024
 - The Need for Innovation Management in Human Resources Accounting : Concepts, Developments, Objectives, Significance, Objections, and Limitations (Journal of International Crisis and Risk Communication Research 2024)Scopus
 - Exploring the Link between Human Resource Management Practices and Financial Performance: The Moderating Effect of Organizational Culture(Uncertain Supply Chain Management) ScopusQ1 2023
 - The mediating role of social media marketing effectiveness in the relationship between customer engagement and brand loyalty:A study of Amazon as a retail brand store 2023Scopus
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UNIVERSITY COURSES TAUGHT

- Human Resources Management Essentials
- Principles of Public Administration
- Occupational Health and Safety Management
- Hospital Management
- Principles of Management I & II
- Talent Management
- Conflict Management and Negotiation Skills
- Computer Applications in Human Resources
- Management Information Systems (MIS)
- Human Resources Training and Development
- Human Resources Information Systems (HRIS)
- Computer Applications in Public Administration
- Sales Management

THESIS SUPERVISION & EXAMINATION

Graduate Research Supervision:

Principal Supervisor, Master's Thesis: "Operational Efficiency in Supply Chains: A Case Study of Ma'aden Company, Saudi Arabia."

- Student: Ali Yahya Al-Shahrani
- Specialization: International Business Administration
- Institution: Faculty of Business, Jerash University (2026).

Internal Examination (Committee Member):

Internal Examiner, Master's Thesis: "The Impact of Green Human Resources Management on Institutional Sustainability: A Case Study of Al-Rafea General Hospital, KSA."

- Student: Mukhlid Barakah Rashid Al-Rashid
- Defense Date: September 17, 2025.
- Institution: Jerash University.

Internal Examiner, Master's Thesis: "The Impact of Remote Training on Achieving Organizational Perspectives: An Empirical Study of the Technical and Vocational Training Corporation (TVTC), Northern Region, KSA."

- Student: Malik Qabbal Mayadi Al-Anzi
- Defense Date: August 25, 2025.
- Institution: Jerash University.

CERTIFICATES OF APPRECIATION

Academic & Quality Assurance:

- Certificate of Appreciation: For active participation in the Scientific Committee and the preparation of the International Scientific Conference: "Knowledge Economy in the Era of Global Transformations," Jerash University, April 2026.
- Certificate of Appreciation: Awarded for excellence in preparing and coordinating the University Proficiency Exam - Jerash University.
- Certificate of Recognition: Awarded for the distinguished role as a Quality Assurance Coordinator (Department of Administrative Sciences & HRM); ensuring adherence to quality standards, meeting accreditation requirements, and addressing student needs - Jerash University.
- Certificate of Appreciation: For active participation and contribution to the Scientific Conference: "Maintaining Excellence and Competitiveness in Public and Private Sector Institutions" - Jerash University 2025.

Professional Workshops & Training (Key Speaker):

- Certificate of Appreciation: For delivering a specialized workshop titled: "Human Resources Management: From Theory to Practical Application" - Middle East University (MEU).
- Certificate of Appreciation: For conducting a professional workshop on "Resume Writing Skills" - University of Petra.
- Certificate of Appreciation: For conducting a professional workshop on "Resume Writing Skills" - Jerash University.
- Certificate of Appreciation: For delivering a workshop on "Sustainable Development" - Jerash University.

Community Engagement & Career Guidance:

- Letter of Appreciation: From Thahr Al-Saru Secondary School for delivering an insightful lecture on BTEC Specializations and their alignment with the labor market.
- Letter of Appreciation: From Jerash Secondary School for Girls for delivering a lecture on "University Majors and Future Market Demands".

PROFESSIONAL TRAINING COURSES

- Certified Documentary Credits Officer Diploma

PROFESSIONAL TRAINING COURSES

- Communication Skills
- Marketing Communications & Marketing Ethics
- Time Management
- Administrative Communications & Report Writing
- Anti-Money Laundering & Counter-Terrorism Financing
- Islamic Banking Services & Sharia Compliance
- Security Features of Modern Bank Checks
- Cash Management (National & Foreign Currencies)
- Banking Fraud Detection
- Deposit Operations
- Letters of Credit (LCs)
- Forgery & Counterfeit Detection
- Electronic Check Clearing (ECC)
- General Introduction to Islamic Banking
- SWIFT Remittances
- Banking Cards
- Political Development & Party Formation
- English Language
- International Computer Driving License (ICDL)
- Turkish Language

TRAINING PROGRAMS DELIVERED

Human Resources Management (HRM):

- Strategic Planning for Human Resources Management
- Key Performance Indicators (KPIs) & Performance Management
- Job Analysis & Job Description Methodologies
- Successful Recruitment & Interviewing Techniques
- Applicant Tracking Systems (ATS)
- Training Needs Analysis (TNA) & Identification
- Designing & Preparing Training Packages
- Compensation, Benefits & Payroll Structure
- Foundations of Human Resources & Training

Leadership & Strategic Management:

- Strategic Leadership & Administrative Quality
- Governance & Strategic Vigilance
- Risk Management & Crisis Handling
- Continuous Improvement Models in Entrepreneurship
- The Integrated Digital Organization
- Principles of Business Administration & Inventory Management

Banking & Financial Security:

- Documentary Credits (Import & Export)
- Letters of Guarantee (Local & Foreign)
- Anti-Money Laundering (AML) & Terrorism Financing
- Detection of Signature, Document & Paper Forgery
- Commercial Papers & Banking Checks
- Electronic Check Clearing & SWIFT Remittances

Communication, Marketing & Soft Skills:

- Marketing Communication & Professional Ethics
- Advanced Communication Skills & Time Management
- Intellectual Development & Social Responsibility
- Statistical Data Analysis using (SPSS)

MEMBERSHIPS & ACADEMIC COMMITTEES

Higher Councils & Governance:

- Member of the Faculty of Business Council.
- Member of the Faculty of Business Advisory Board.

Academic Development & Quality Assurance:

- Member of the Degree Equivalency Committee.
- Member of the E-Platform & Faculty Website Management Committee.
- Member of the HRM Program Development Committee.
- Member of the Labor Market Needs Assessment Committee.
- Member of the Curriculum Mapping Committee.
- Member of the Quality Assurance Committee.

Student Affairs & Examination Standards:

- Member of the Academic Advising Committee.
- Member of the Examination Question Review Committee.
- Member of the Examination Audit Committee.

Scientific Research & Conferences:

- Member of the Scientific Committee for Conferences.
- Member of the Faculty Conferences Committee.

Proficiency & Employment Committees:

- Member of the University Proficiency Exam Committee.
 - Member of the Training for Employment Committee.
 - Academic Departments Coordinator.
 - Member of the Master's Programs Establishment Committee.
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CORE COMPETENCIES

- Strategic Human Resources Management (SHRM)
 - Academic Leadership & Faculty Governance
 - Quality Assurance & Accreditation Standards
 - Curriculum Development & Instructional Design
 - Talent Management & Human Capital Development
 - Advanced Scientific Research & Data Analysis
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INTERESTS

- Academic Research & Authoring
- Reading (Academic & Literary Literatures)
- Article Writing & Administrative Reform
- Community Career Counseling
- Cultural Heritage
- Professional Networking & Seminars